



FY-14 LDO/CWO SELECTION BOARD





Board Composition



- **83 Board Members**
 - **1 Captain (Board President)**
 - **34 Commanders**
 - **23 Lieutenant Commanders**
 - **13 CWO5s**
 - **12 CWO4s**
- **21 Assigned Recorders**



Board Precept Guidance



- **Selection Standard: “Fully Qualified”:** Demonstrated leadership, professional/technical skill, integrity, and resourcefulness in other difficult and challenging joint and in-service assignments.
- **Selection Standard: “Best Qualified”:** The following three items guiding the recommendations and deliberations:
 - Proven and Sustained Performance.
 - Individual Augmentee (IA) Consideration.
 - Education/Personal and Professional Development.



FY-14 Quota Selection



Selected

Active Duty

- Enlisted to ENS (LDO) 296
- Enlisted to CWO 209
- CWO to LTJG 1

Reserve

- Enlisted/CWO to (LDO) 19
- Enlisted to CWO 12



Active LDO Selectees Profile



- **Average Age:** 32
- **Total Years of Active Service:** 13 Years
- **Average Years of Total Education Completed:** 14 Years
- **Warfare Qualified:** 99%
- **Average Number of Duty Stations:** 6
- **Average Number of Sea/Overseas Tours Completed:** 1
- **Average Number of Training Schools Completed:** 7
- **IA/GSA Tours** 9%



Active CWO Selectees Profile



- **Age:** 36
- **Total Years of Active Service:** 17 Years
- **Average Years of Total Education Completed:** 14 Years
- **Warfare Qualified:** 100%
- **Average Number of Duty Stations:** 6
- **Average Number of Sea/Overseas Tours Completed:** 3
- **Average Number of Training Schools Completed:** 7
- **IA/GSA Tours** 18%



Reserve LDO Selectees Profile



- **Average Age:** 34
- **Total Years of Active Service:** 13 Years
- **Average Years of Total Education Completed:** 14 Years
- **Average Number of Duty Stations:** 4
- **Prior Recruiting/RTC/Instructor Tours:** 30%
- **Average Number of Sea/Overseas Tours Completed:** 2
- **Average Number of Training Schools Completed:** 7
- **IA/GSA Tours** 27%

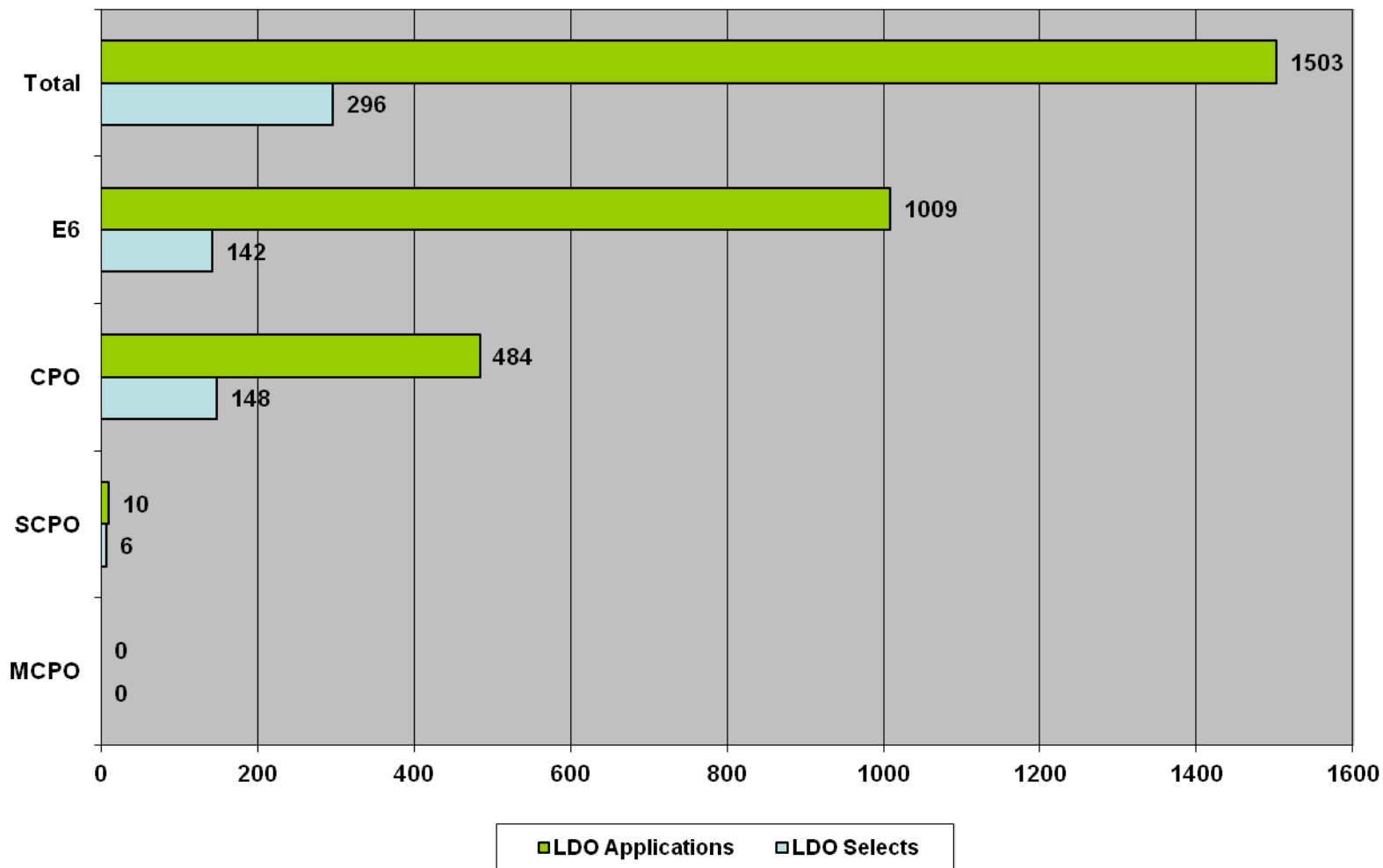


Reserve CWO Selectees Profile

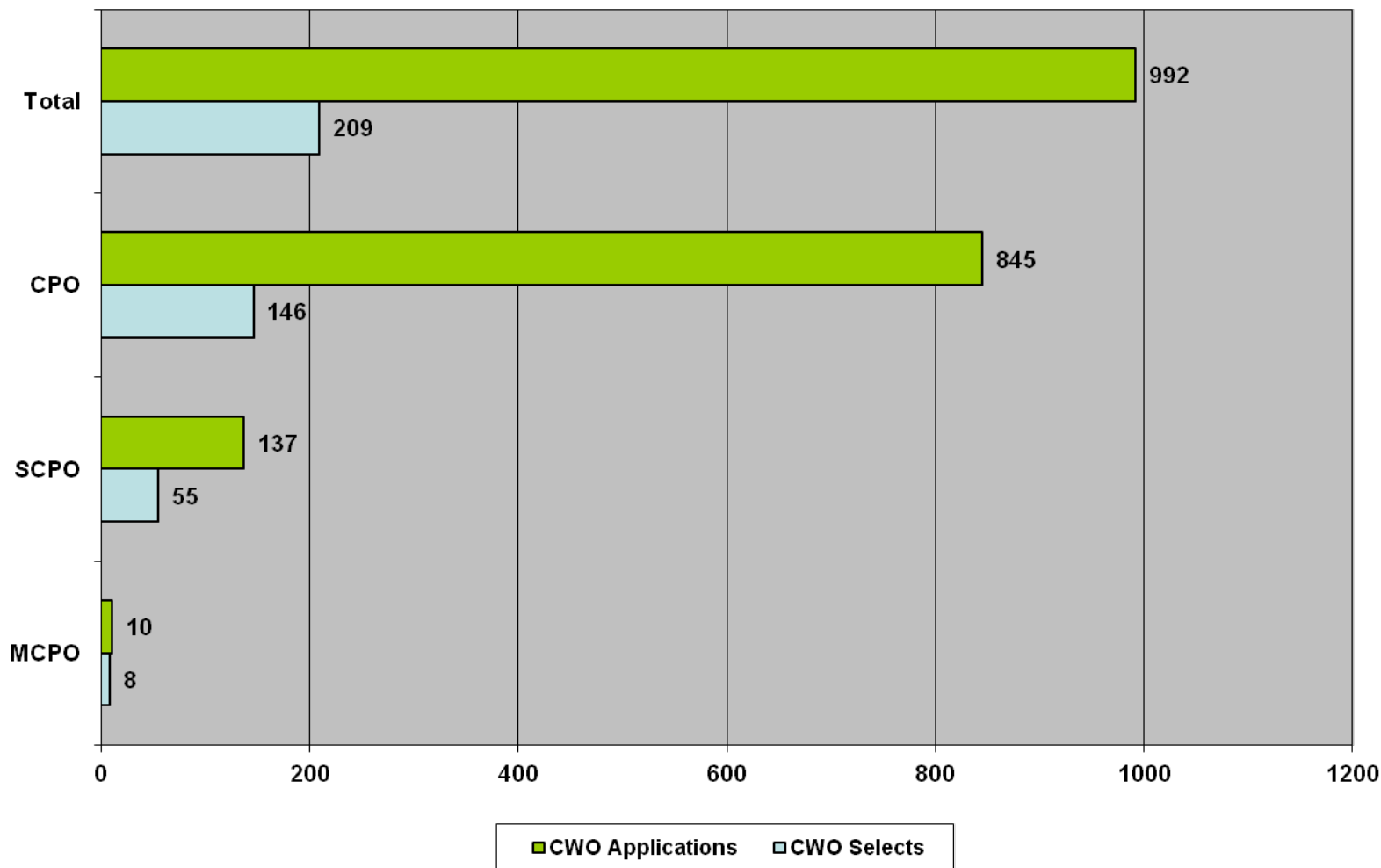


- **Age:** 38
- **Total Years of Active Service:** 18 Years
- **Average Years of Total Education Completed:** 14 Years
- **Average Number of Duty Stations:** 6
- **Prior Recruiting/RTC/Instructor Tours:** 40%
- **Average Number of Sea/Overseas Tours Completed:** 4
- **Average Number of Training Schools Completed:** 10
- **IA/GSA Tours** 12%

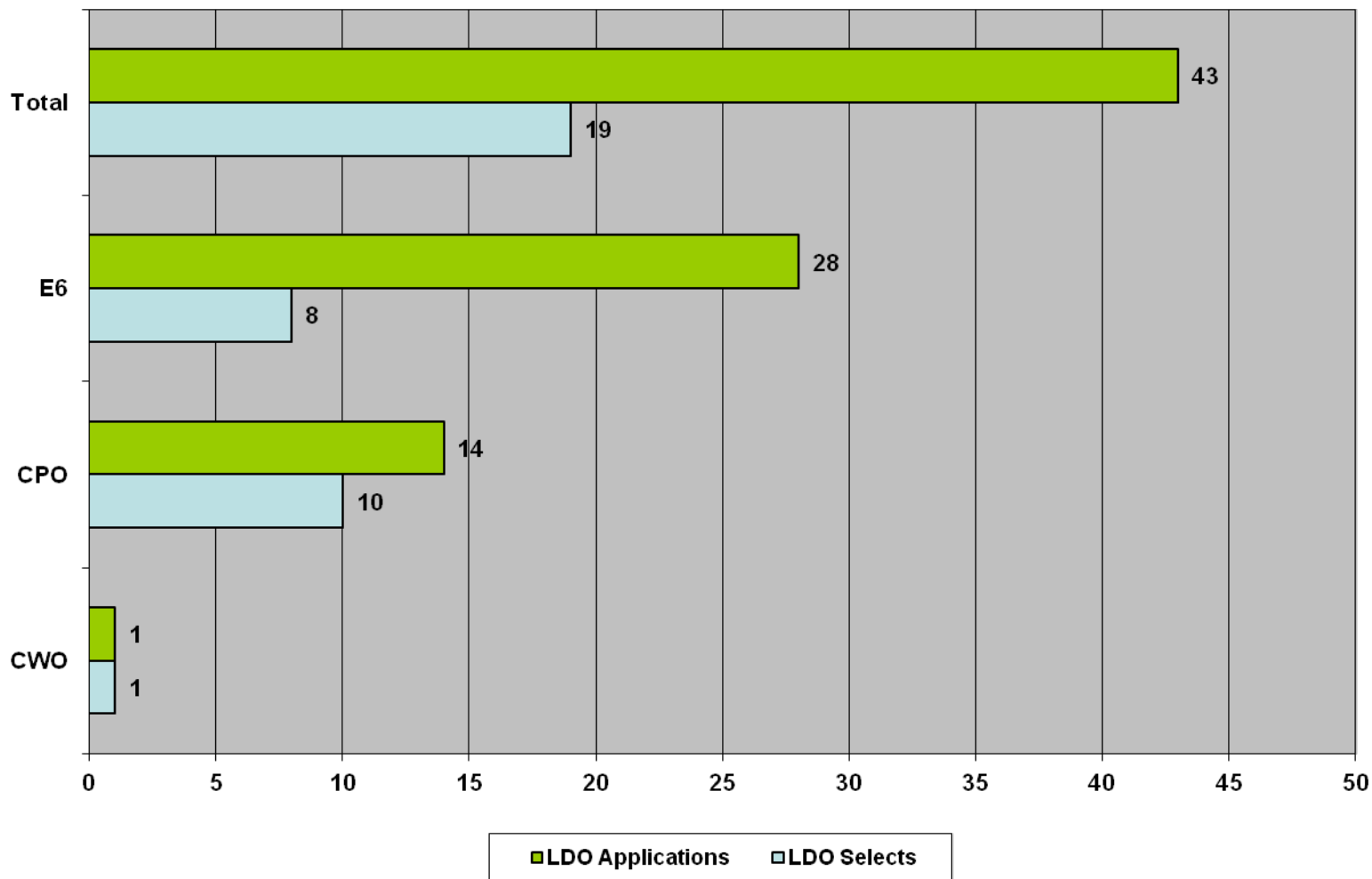
Selection by Paygrade Active LDO



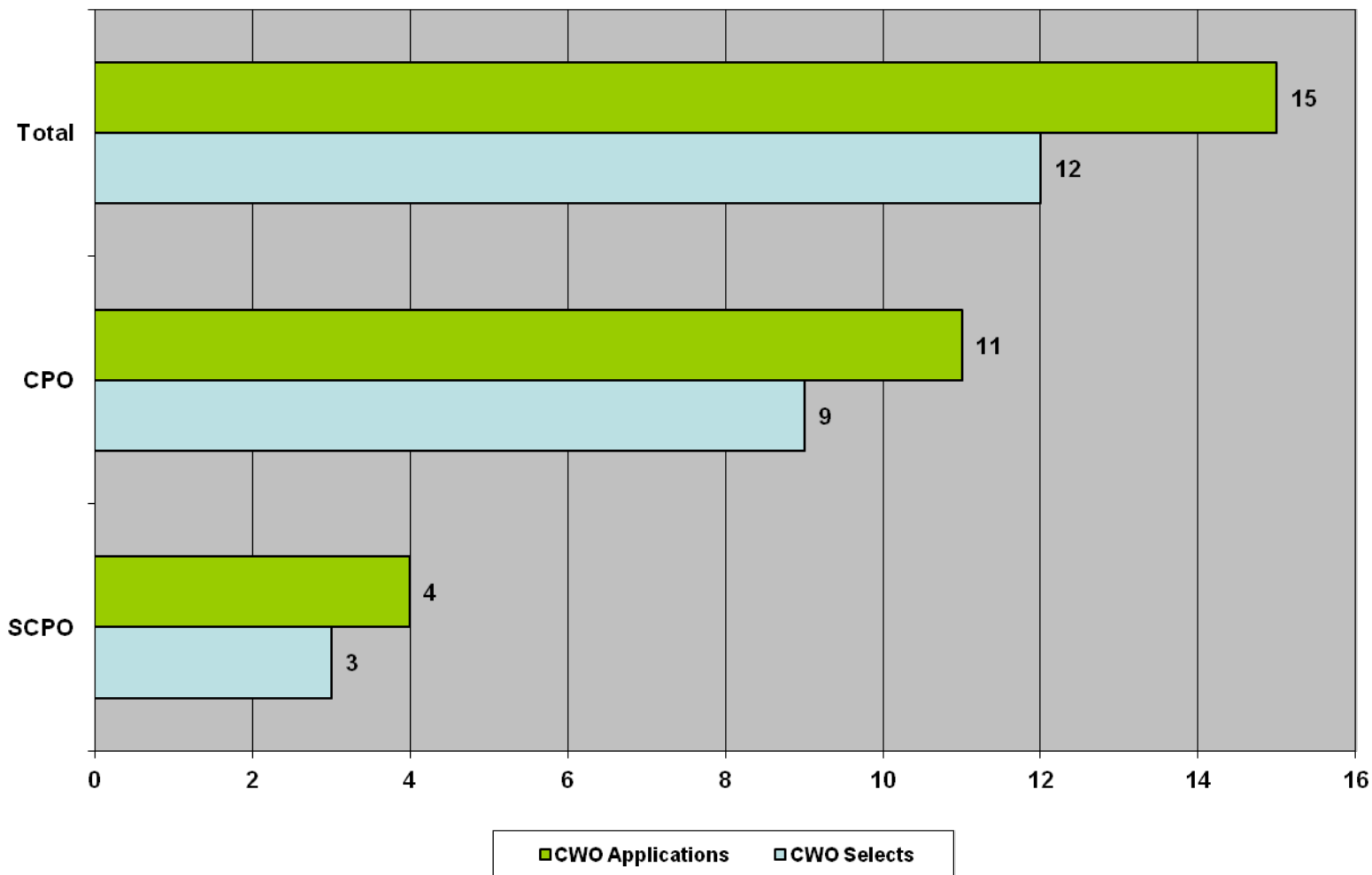
Selection by Paygrade Active CWO



Selection by Paygrade Reserve LDO



Selection by Paygrade Reserve CWO





Recommendations for Applicants to Future In-Service Procurement Boards



- **Board members focus on promotion rankings, command endorsement, interview appraisal sheets, leadership traits, major accomplishments, significant in-rate and watch station qualifications, certifications (especially Master Training Specialist (MTS) if you have served as an instructor) and the difficulty of previous assignments held.**
- **Evaluation Reports**
 - **Breakouts (hard and soft) are extremely important**
 - **Work to immediately move to the “EP” block after reporting to a new command**
 - **Evaluations must document performance which demonstrates accomplishments that are aligned to precept guidance**
- **Successful IA/GSA assignments, recruiting, recruit division commander or instructor duty is a significant plus**